

Vesta Kohler-Pacocha

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PROFESSIONAL SUMMARY

HR Manager with a track record building high-impact solutions and improving KPIs.

EXPERIENCE

People Operations Manager — Considine Group (2020 - Present)

- Led recruitment for 14 roles across EMEA/US, reducing time-to-hire by 21%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 7 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 10%.

HR Business Partner — Veum - Thompson (2021 - Present)

- Led recruitment for 36 roles across EMEA/US, reducing time-to-hire by 32%.
- Rolled out benefits and L&D programs that increased retention in key teams by 12%.

HR Business Partner — Crist, Barrows and Franey (2020 - 2023)

- Led recruitment for 107 roles across EMEA/US, reducing time-to-hire by 11%.
- Implemented a performance review program which improved engagement scores by 20 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 19%.

Talent Acquisition Manager — Dickens Group (2024 - 2025)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 56 roles across EMEA/US, reducing time-to-hire by 29%.

CORE SKILLS

Talent

Onboarding

Operations

Payroll Coordination • Benefits Administration • HRIS (Workday/BambooHR)

People Practices

Employee Relations • Performance Management • Succession Planning • L&D

Compliance

GDPR • Employment Law • Diversity & Inclusion • Workplace Investigations

EDUCATION

B.A. Business Administration, Schumm - Thompson College (2014)

CERTIFICATIONS

- SHRM-CP
- PHR